

**2013 CITY OF SAN JOSE – AMSP NEGOTIATIONS
TENTATIVE AGREEMENT**

UNION PROPOSAL #21 – CONTRACTING OUT


City Counterproposal:

ARTICLE (X) CONTRACTING OUT

- (X). 1 The City agrees to meet and confer with the Union prior to contracting out work currently performed by bargaining unit members whenever such contracting out would result in material reduction of work done by bargaining unit members or would have significant adverse impact on bargaining unit work. It is agreed that position reductions, which result in lay-off of employees in the bargaining unit constitute significant impact on bargaining unit work.

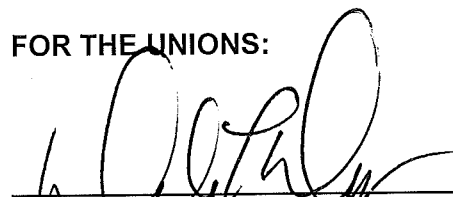
** This agreement is considered tentative and shall not be considered final or binding until a final agreement on all terms has been reached and both ratified by union members and approved by the City Council.*

FOR THE CITY:


 6-25-13

Alex Gurza Date
Deputy City Manager

FOR THE UNIONS:

 6/25/2013

Date Date Date
President
AMSP, IFPTE, Local 21

 6/25/13

Mike Seville Date
Business Agent
IFPTE, Local 21